

## Compensation and Benefits

The salary for the City Attorney is open and dependent upon qualifications. The City also offers an attractive benefits package including sick leave, vehicle allowance, deferred compensation and the following:

- ◆ **Retirement:** CalPERS 2% at 60, 3-year Final Average Earnings (FAE) for final compensation calculation. (Full time employees hired on or after 1/1/2013 who have never been a member of CalPERS (or a member of an agency who has reciprocity with CalPERS) or who have had a break in service of 6 months or more from a CalPERS/reciprocal agency will have 2% @ 62.)
- ◆ **Group Health Insurance:** Several medical plans available through CalPERS, with City and employee sharing premium costs with a requirement to purchase dental insurance at the same coverage level. Excess benefits credits can be used to purchase vision insurance and/or to contribute to a health care or dependent care flexible spending account (FSA).
- ◆ **Life Insurance:** Equivalent to two times annual base salary.
- ◆ **Accidental Death and Dismemberment:** This is a voluntary employee paid benefit available to any employee who chooses to participate.
- ◆ **Long Term Disability:** The City provides long term disability, which may provide up to 60% of basic monthly earnings while disabled.
- ◆ **Holidays:** 11 scheduled holidays plus one floating holiday per year.
- ◆ **Vacation:** Based on years of continuous service with a maximum accrual of 320 hours.
- ◆ **Executive Leave:** 56 hours of executive leave time per fiscal year.



## The Process

If you are interested in pursuing this highly desirable career opportunity, please forward (email preferred) a letter of interest, your resume, including your current salary, and five work-related references (who will not be contacted until mutual interest is established) to:

Bill Avery or Ann Slate  
Avery Associates  
3½ N. Santa Cruz Ave., Suite A  
Los Gatos, CA 95030  
Fax: 408.399.4423  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)



The final filing date for this position is November 16, 2012.

If you have any questions regarding this position, please feel free to contact Bill Avery at 408.399.4424 or Ann Slate at 805.459.5132.

# The City of Carlsbad

*invites your interest for the  
position of*



## City Attorney



## The Community

The City of Carlsbad, CA, is a scenic coastal community of 105,000 residents located 35 miles north of the City of San Diego and 25 miles south of Orange County. Known for its strong leadership, fiscal discipline and political stability, as well as successfully balancing tourism, employment, light industry, and the environment, the City enjoys a high standard of living.

Covering nearly 42-square miles, the City of Carlsbad is approaching build out. Thanks to an award winning growth management plan, the city features infrastructure and services that have kept pace with development. Fully 40 percent of the city has been set aside as permanent open space. Three lagoons, 35 miles of hiking trails and nearly seven miles of coastline are just part of what makes the city so desirable. Some of Carlsbad's unique features include:

- ◆ Legoland California is located on 128 beautifully landscaped acres in the center of Carlsbad. This family theme park features more than 50 rides and activities for children ages 2-12. More than 30 million LEGO bricks were used to create over 1,000 LEGO models that fascinate kids and kids at heart.
- ◆ A tribute to Carlsbad's agricultural roots, the world famous Flower Fields draw more than 200,000 visitors each spring when more than 50 acres of red, orange, yellow and pink ranunculus burst into bloom.
- ◆ Carlsbad is well known as the golf capital of the world, and is the home of two world class golf resorts, La Costa Resort and Spa and Park Hyatt Hotel and more than 30 golf industry businesses, including the headquarters of Callaway Golf and Taylor Made Adidas.
- ◆ Carlsbad's thriving and diverse local economy also includes high-tech, multi-media, health care and biotechnology corporations. The City of Carlsbad is proud to serve as the headquarters of large corporations such as ViaSat, Jenny Craig, Upper Deck, No Fear, Rubio's Mexican Grill, the National Association of Making Music, Gemological Institute of America and Isis Pharmaceuticals.
- ◆ Carlsbad's downtown village is a city revitalization success story, providing the charm of a European village with shopping, quaint restaurants and professional services. The Carlsbad Village Street Faire, held the first Sundays in May and November, is the largest single-day street fair in California.

With all the amenities of a large city, Carlsbad has maintained a strong sense of community and citizen connection to government. Annual surveys show a high level of confidence in city government and great satisfaction with city services. A superb climate, quality schools, a vibrant and revitalized downtown and a wide variety of neighborhoods help make Carlsbad one of the most livable communities in the country and one of California's most appealing places to live, work and play.

## City Government

Carlsbad is governed by a five member City Council and operates as a council-manager form of government. A charter city since 2008, Carlsbad provides the full range of services normally associated with a municipality including police, fire, parks and recreation, library, planning and zoning, building and engineering, various maintenance services (including wastewater collection), and administration. The city provides water services through the Carlsbad Municipal Water District, a subsidiary district of the city. The City Council serves as the Board of Directors for the



Carlsbad Municipal Water District. Solid waste collection is provided through a franchise agreement with a local refuse collection service. The City has a general fund budget of \$116M, \$240M all funds, and 675 regular and 135 hourly employees.

## The Office of the City Attorney

The City Attorney is the chief legal officer of the city, appointed by and under the direction and control of the City Council; and also acts as legal counsel for the Carlsbad Municipal Water District and the successor agency to the Redevelopment Agency. The City Attorney will lead the City's legal management team that includes three Assistant City Attorneys and three support staff. The City also contracts with outside firms for legal services on tort defenses, bonds, condemnation and labor relations matters. The Carlsbad City Attorney's Office is pro-active and aggressive. It is the City Attorney's desire to work with clients from the beginning of projects rather than simply defending the outcomes.

Historically the Carlsbad City Attorney's Office has worked on cutting edge projects, such as the adoption of a Habitat Management Plan and the Carlsbad Village Redevelopment Plan. The City Attorney's office will continue to be involved in a number of interesting and dynamic projects such as the desalination project, the largest desalination plant in North America. The coastal development project also provides an opportunity to advise and collaborate with a unique combination of diverse stakeholders.

## The Position and Ideal Candidate

The City Attorney position offers an excellent opportunity for a professional to work in a community with an excellent tax base, a stable political environment, and a collegial team-oriented atmosphere. This vacancy is the result of a retirement from a long standing, successful incumbent.

The City Attorney is expected to provide comprehensive legal guidance and advice to the City Council, other elected officials and to the City's Executive and Leadership Teams. The City Attorney will be highly active and responsible to policy makers, setting the stage for transparency and government accountability to the public and residents of Carlsbad. Carlsbad values public engagement in city government and community planning.

The ideal candidate must be familiar with municipal government structure and operations and the relationships to other jurisdictions. As the city leader in legal matters, the City Attorney must be adept at understanding and interpreting state and federal laws and constitutional provisions affecting municipal operations and the city's charter. The ideal candidate must be a highly skilled communicator, in both speaking and writing effectively and concisely. The new City Attorney will possess strong leadership and creativity skills with a demonstrated track record as a resourceful and capable legal professional. While establishing trust and credibility with current staff, the new leader is expected to create a positive working environment throughout the city.

Graduation from an American Bar Association accredited law school and ten years of professional municipal legal experience with qualifications to practice law before all of the state and federal courts, including the United States Supreme Court, are requirements of this position. Supervisory experience is highly desirable.

